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CIVILIAN MANPOWER STATISTICS QUARTER ENDING DECEMBER 31 1/1  
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DIRECTORATE FOR INFORMATION OPERATIONS AND REPORTS

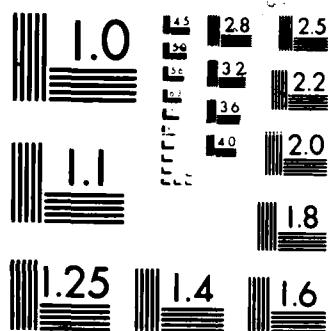
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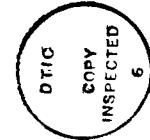
Department of Defense

# CIVILIAN MANPOWER STATISTICS

December 31, 1986

Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)

Accession For	NTIS CRA&I DTIC TAB Unannounced Justification
By	Distribution /
Availability Codes	Avail and/or Special
Dist	A-1



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~~U.S. GOVERNMENT PRINTING OFFICE~~  
~~WASHINGTON, D.C. 20402~~

DTIC and NTIS identification number for this publication is DIOR/M04-87/01.

## **FOREWORD**

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - December 31, 1986**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,112,232	415,440	340,546	266,336	89,910
DIRECT HIRE	1,028,584	355,928	330,259	254,072	88,325
INDIRECT HIRE	83,648	59,512	10,287	12,264	1,585
TOTAL EMPLOYMENT	1,120,572	418,168	343,395	268,245	90,764
DIRECT HIRE	1,036,924	358,656	333,108	255,981	89,179
INDIRECT HIRE	83,648	59,512	10,287	12,264	1,585
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	28,934	28,931	0	3	0
TOTAL EMPLOYMENT	30,494	30,491	0	3	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,141,166	444,371	340,546	266,339	89,910
DIRECT HIRE	1,057,518	384,859	330,259	254,075	88,325
INDIRECT HIRE	83,648	59,512	10,287	12,264	1,585
TOTAL EMPLOYMENT	1,151,066	448,659	343,395	268,248	90,764
DIRECT HIRE	1,067,418	389,147	333,108	255,984	89,179
INDIRECT HIRE	83,648	59,512	10,287	12,264	1,585

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 5-3, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

TABLE 2

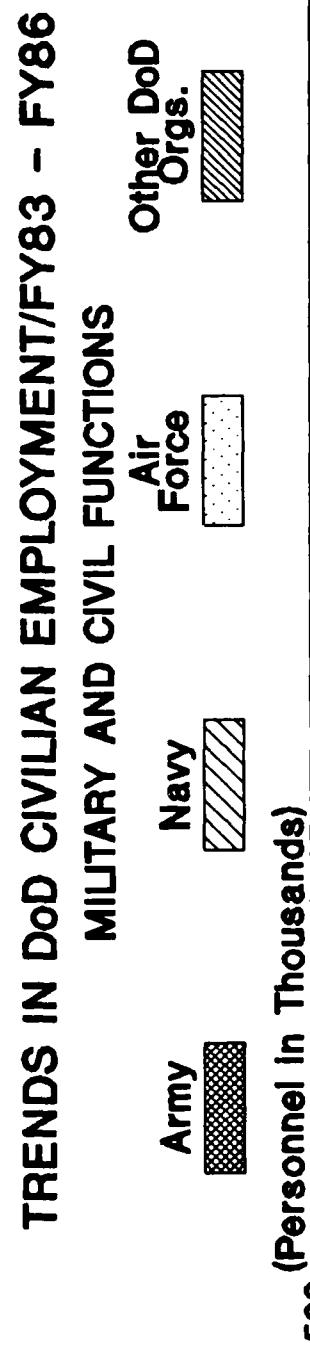
**Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS			
	30 SEP 83	30 SEP 84	30 SEP 85	30 SEP 86	31 OCT 86	30 NOV 86	31 DEC 86	
MILITARY FUNCTIONS								
DIRECT HIRE a/	1,067,824	1,089,585	1,129,745	1,112,901	1,114,808	1,113,135	1,112,232	
INDIRECT HIRE b/	983,644	1,004,488	1,043,240	1,027,866	1,029,259	1,029,765	1,028,584	
ARMY	84,180	85,097	86,505	85,035	85,549	83,370	83,648	
DIRECT HIRE	392,346	405,084	421,780	414,774	414,736	414,438	415,440	
INDIRECT HIRE	333,722	345,194	360,887	355,343	355,285	355,308	355,928	
NAVY	58,624	59,890	60,893	59,431	59,451	59,130	59,512	
DIRECT HIRE	339,552	342,851	353,501	342,727	343,519	341,631	340,546	
INDIRECT HIRE	328,907	332,468	343,061	332,363	332,738	331,235	330,259	
AIR FORCE	10,645	10,383	10,440	10,364	10,781	10,396	10,287	
DIRECT HIRE	252,330	253,884	265,018	264,299	265,582	265,422	266,336	
INDIRECT HIRE	239,367	240,903	251,550	250,655	251,856	253,158	254,072	
12,963	12,981	13,468	13,644	13,726	12,264	12,264	12,264	
OTHER DoD ORGANIZATIONS c/	83,596	87,766	89,446	91,101	90,971	91,644	89,910	
DIRECT HIRE	81,648	85,923	87,742	89,505	89,380	90,064	88,325	
INDIRECT HIRE	1,948	1,843	1,704	1,596	1,591	1,580	1,585	
CIVIL FUNCTIONS a/ (ALL DIRECT HIRE)								
ARMY	32,823	28,974	30,029	30,817	30,349	30,037	28,934	
AIR FORCE	32,819	28,972	30,026	30,814	30,346	30,034	28,931	
3	2	3	3	3	3	3	3	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,100,647	1,118,559	1,159,774	1,143,718	1,145,157	1,143,172	1,141,166	
DIRECT HIRE a/	1,016,467	1,033,462	1,073,269	1,058,683	1,059,608	1,059,802	1,057,518	
INDIRECT HIRE b/	84,180	85,097	86,505	85,035	85,549	83,370	83,648	

a/As reported officially to the Office of Personnel Management

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts  
or agreements with foreign governments

c/See Glossary for a list of Other DoD Organizations



**Figure 1 - Direct Hires**

## TRENDS IN DoD CIVILIAN EMPLOYMENT/FY83 - FY86

### MILITARY AND CIVIL FUNCTIONS

Army   
Navy   
Air Force   
Other DoD Orgs. 

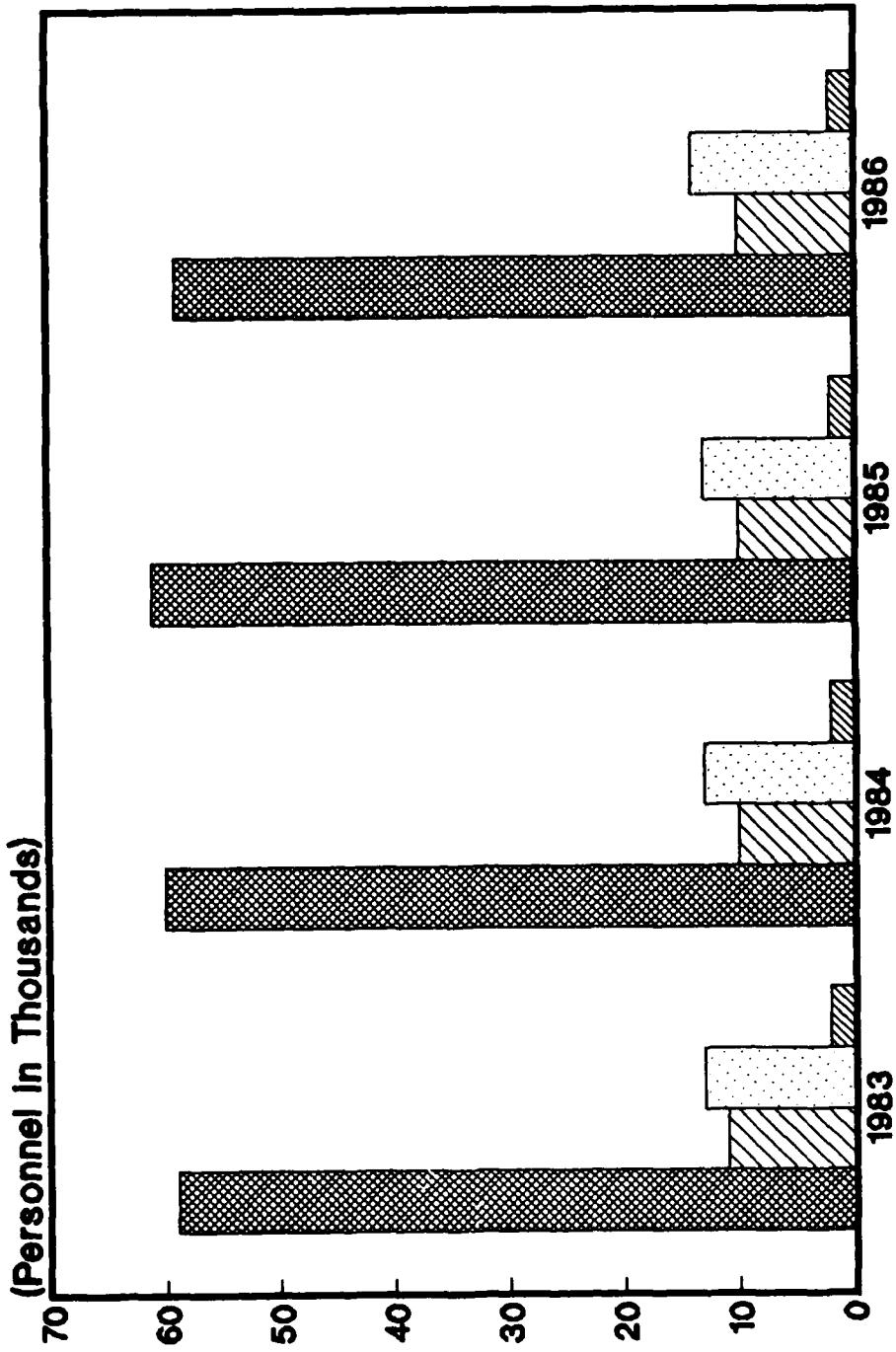


Figure 2 - Indirect Hires

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH				FULL-TIME WITH PERMANENT APPOINTMENTS			
	31 OCT 86	30 NOV 86	31 DEC 86	30 SEP 86	31 OCT 86	30 NOV 86	31 DEC 86	31 OCT 86	30 NOV 86	31 DEC 86	30 NOV 86	31 DEC 86
MILITARY FUNCTIONS												
ARMY	1,029,259	1,029,765	1,028,584	1,031,999	913,431	913,340	911,431	303,033	303,033	303,221	303,033	303,221
NAVY	355,285	355,308	355,928	350,555	302,376	302,376	302,376	298,293	298,293	297,763	298,293	297,763
AIR FORCE	332,738	331,235	330,259	338,402	299,546	299,546	299,546	229,127	229,127	229,257	228,892	229,127
OSD & ORGANIZATIONS SERVICED BY OSD a/	4,147	4,170	4,166	4,820	3,963	3,960	3,963	2,013	2,013	2,001	2,013	2,001
DEFENSE COMMUNICATIONS AGENCY	2,098	2,107	2,106	2,072	1,995	1,995	1,995	4,973	4,973	4,993	4,973	4,993
DEFENSE CONTRACT AUDIT AGENCY	5,046	5,061	5,081	6,056	4,958	4,958	4,958	3,455	3,455	3,480	3,455	3,480
DEFENSE INVESTIGATIVE SERVICE	3,968	3,986	4,007	4,497	3,455	3,455	3,455	48,345	48,345	48,345	49,924	50,118
DEFENSE LOGISTICS AGENCY	52,058	52,438	50,639	52,007	49,924	49,924	49,924	8,655	8,655	8,672	8,655	8,672
DEFENSE MAPPING AGENCY	8,844	8,832	8,848	9,094	8,666	8,666	8,666	698	698	698	698	698
DEFENSE NUCLEAR AGENCY	785	788	783	887	694	694	694					
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	11,435	11,649	11,680	12,288	8,105	8,136	8,160					
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	193	212	218	245	186	205	212					
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	806	821	797	810	671	676	673					
CIVIL FUNCTIONS	30,349	30,037	28,934	N/A	27,672	27,458	26,828	27,669	27,455	26,825	27,669	26,825
ARMY	30,346	30,034	28,931	3	3	3	3	3	3	3	3	3
AIR FORCE	3	3	3									
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	<b>1,059,608</b>	<b>1,059,802</b>	<b>1,057,518</b>	<b>N/A</b>	<b>941,103</b>	<b>940,798</b>	<b>938,259</b>					

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

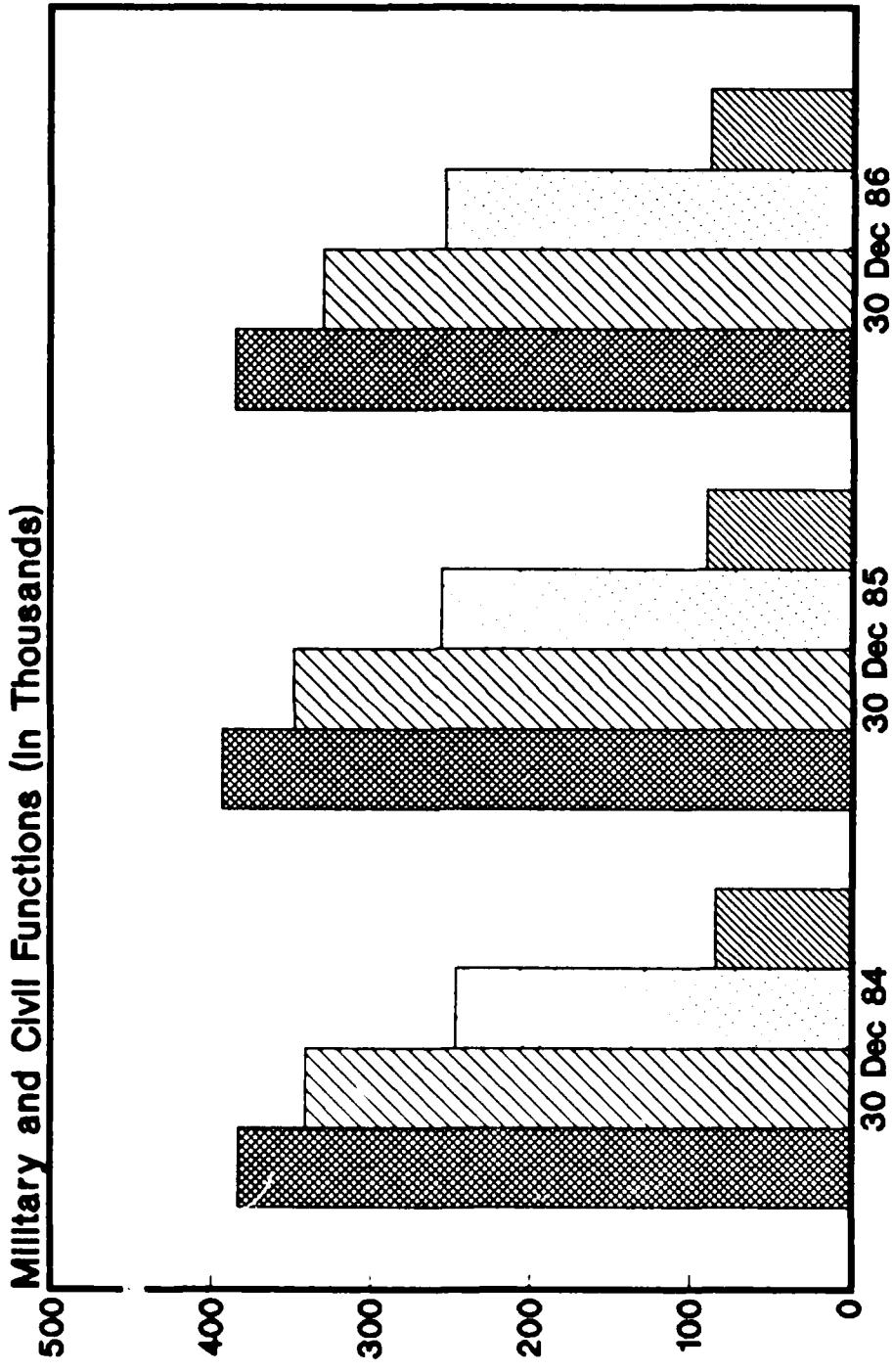
**DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO  
OMB CEILING, BY FUNCTION & DEFENSE COMPONENT**

Other DoD  
Orgs.

Air  
Force

Navy

Army



**Figure 3 - Total Employment**

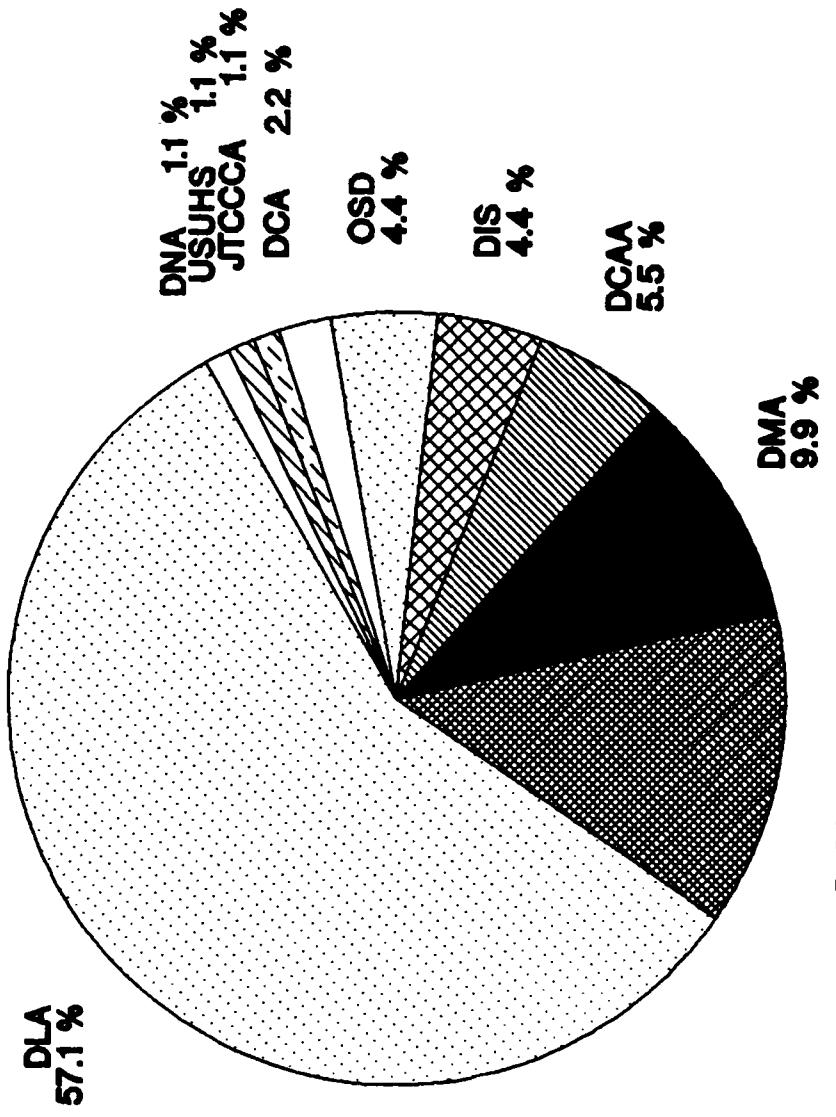
TABLE 4

DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - December 31, 1986

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS		INDIRECT HIRE CIVILIANS
		DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS	
TOTAL	90,764	89,179	4,219	1,585
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,238	4,238	19	19
DEFENSE COMMUNICATIONS AGENCY	2,198	2,188	10	10
DEFENSE CONTRACT AUDIT AGENCY	5,111	5,106	5	5
DEFENSE INVESTIGATIVE SERVICE	4,050	4,050	0	0
DEFENSE LOGISTICS AGENCY	52,134	51,213	921	921
DEFENSE MAPPING AGENCY	8,912	8,910	2	2
DEFENSE NUCLEAR AGENCY	789	789	0	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	12,308	11,680	628	628
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	218	218	0	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	806	806	0	0

a/ See the Glossary for a list of OSD and Organizations serviced by OSD.

DoD DIRECT AND INDIRECT HIRE CIVILIAN  
EMPLOYMENT BY COMPONENT - DECEMBER 31, 1986



Excluding Military Departments

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - December 31, 1986**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGNS. a/
TOTAL	1,067,418	389,147	333,108	255,984	89,179
BY STATUS					
FULL-TIME	1,038,491	376,462	327,345	249,137	85,547
PART-TIME	24,937	10,728	5,023	5,871	3,315
INTERMITTENT	3,990	1,957	740	976	317
BY CAREER SERVICE CATEGORY					
COMPETITIVE	891,111	311,960	294,646	211,447	73,058
EXCEPTED AND SES	176,307	77,187	38,462	44,537	16,121
BY TYPE OF APPOINTMENT					
PERMANENT	950,010	335,091	300,706	232,004	82,209
TEMPORARY/INDEFINITE	117,408	54,056	32,402	23,980	6,970
BY CITIZENSHIP					
U S CITIZENS	1,026,225	372,787	316,850	247,925	88,663
NON-CITIZENS	41,193	16,360	16,258	8,059	516
BY LABOR CATEGORY					
SALARIED	726,541	277,170	205,183	166,150	78,038
WAGE BOARD	340,877	111,977	127,925	89,834	11,141

<sup>a</sup>See the Glossary for a list of Other DoD Organizations.

TABLE 6

## DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - December 31, 1986 a/

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGs. b/
WORLDWIDE TOTAL	1,067,418	389,147	333,108	255,984	89,179
UNITED STATES	968,560	344,558	307,712	239,445	76,845
BY LOCATION					
WASHINGTON, D.C. c/	86,982	28,742	37,338	6,408	14,494
REMAINDER OF U. S.	881,578	315,816	270,374	233,037	62,351
BY LABOR CATEGORY					
SALARIED	662,538	252,450	193,270	150,963	65,855
WAGE BOARD	306,022	92,108	114,442	88,482	10,990
BY CITIZENSHIP					
U. S. CITIZENS	967,956	344,169	307,598	239,412	76,777
NON-CITIZENS	604	389	114	33	68
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	3,968	837	2,644	411	76
WAGE BOARD	3,780	385	2,836	550	9
BY CITIZENSHIP					
U. S. CITIZENS	7,692	1,221	5,444	959	68
NON-CITIZENS	56	1	36	2	17
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	91,110	43,367	19,916	15,578	12,249
WAGE BOARD					
BY CITIZENSHIP					
U. S. CITIZENS	50,577	27,397	3,808	7,554	11,818
NON-CITIZENS	40,533	15,970	16,108	8,024	431

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

TABLE 7

DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - December 31, 1986

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGGS. a/
TOTAL	83,648	59,512	10,287	12,264	1,585
BELGIUM	1,052	834	0	196	22
COLOMBIA	1	0	0	0	1
GERMANY	59,063	51,678	0	6,202	1,183
GREECE	498	2	105	376	15
GUAM	4	0	4	0	0
ITALY	21	0	21	0	0
JAPAN	17,302	3,404	9,185	4,544	169
KOREA	3,250	3,250	0	0	0
NETHERLANDS	435	344	0	82	9
PHILIPPINES	7	0	6	0	1
SPAIN	1,924	0	966	864	94
UNITED KINGDOM	91	0	0	0	91

a/See the Glossary for a list of Other DoD Organizations.

## GLOSSARY

**Civilian Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemetery workers (Army) and several conservation management employees (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

- \*Office of the Secretary of Defense (OSD)
- \*Joint Chiefs of Staff (JCS)
- \*Inspector General of the Department of Defense

Department of Defense Agencies:

- \*Defense Advanced Research Projects Agency (DARPA)
- Defense Communications Agency (DCA)
- Defense Contract Audit Agency (DCAA)
- Defense Investigative Service (DIS)
- \*Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \*Defense Security Assistance Agency (DSA)
- Joint Tactical Command, Control & Communications Agency (JTCCCA)
- \*Strategic Defense Initiative Organization

NOTE: \*Organizations serviced by OSD.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Information Services Activity (DISA)
- \*Defense Medical Systems Support Center (DMSSC)
- \*Defense Technology Security Administration (DTSA)
- \*Department of Defense Dependents Schools (DODDS) (Headquarters Only)
- \*Office of Civilian Health and Medical Program Office (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employee. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: \*Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)

END

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